



TOWN OF ARLINGTON EQUAL OPPORTUNITY ADVISORY COMMITTEE

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TRICIA O'DONOGHUE, CHAIR
BARBARA BOLTZ
AUGUSTA HAYDOCK
JACK JONES
HOWARD WINKLER

CARYN COVE MALLOY
EQUAL OPPORTUNITY OFFICER

Equal Opportunity Advisory Committee Meeting Minutes Wednesday, May 11, 2016 7:30 p.m.

Present: Tricia O'Donoghue, Chair, Caryn Malloy, Barbara Boltz, Jack Jones, Howard Winkler

Also present: Andrea Haas, Elizabeth Morrow, Sandy Pooler

Absent: Augusta Haydock

Minutes

Jack Jones moved approval of the April 13, 2016 meeting minutes as corrected.

SO VOTED

Introduction – Sandy Pooler, Deputy Town Manager

The new Deputy Town Manager introduced himself to the committee. He shared his background and how he came to be interested in working for the Town of Arlington. Among the items the Committee discussed with him were the challenges of attracting a diverse applicant pool and the Committee's efforts in ensuring fair and equitable hiring practices in Arlington. The Committee wished him the best of luck in his new role and thanked him for attending the meeting.

Current Job Openings

The Committee reviewed current job openings. The Committee asked Caryn Malloy to follow up with a recent successfully recruited minority candidate to find out how she had become interested in working for the Town.

Current Bid Projects

✓ The Committee reviewed the Stratton School Modular price proposal totaling \$3,289,538. The Committee discussed whether or not the project falls under the Town Construction Projects Bylaw regarding female and minority participation goals and

should have been treated as such. The leasing of the modulars was not handled as if it fell under the bylaw.

School Diversity Task Group (SDTG)

Barbara Boltz explained that the group last met on April 25th. At the last meeting the Superintendent of Schools shared some data on minority hires within the schools;

Barbara indicated that she would bring that information to the next meeting of the EOAC. Barbara also reported that a focus group has formed to discuss the ~~METCO~~ ^{NO} program to solicit feedback on its benefits and challenges.

• Supt. had created focus groups, to discuss cultural competencies
The Cultural Competency Sub-committee of the SDTG will be presenting to the + their Arlington School Committee on the need for cultural competency training for Arlington ^{issues} Public Schools' staff. Each year at this time the School Committee develops goals for the upcoming school year.

Barbara Boltz moved to adjourn the meeting at 7:55 p.m.



Caryn Malloy
Equal Opportunity Officer